

RICHLAND #44 PUBLIC SCHOOLS MASTER CONTRACT 2025-2026 and 2026-2027



**Richland #44 School Board
Richland Education Association**

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PARTIES AND RECOGNITION

This agreement is entered into between the **Richland School Board**, hereinafter **Board**, and the **Richland Education Association**, hereinafter **Association**.

The **Board** recognizes the **Association** as the sole and exclusive representative of all certified teachers employed or to be employed by the **Board** during the duration of this agreement.

ARTICLE I - Bargaining Procedures

Pursuant to the provisions of Section 15.1.16.13 of the North Dakota Century Code, in order to negotiate, either the Board or the Association must provide written notice to the other party no less than 160 days before the contract anniversary date.

Ground Rules are an agreement between the Board and Association about how negotiations meetings will be conducted. Ground Rules should be disseminated to both sides for approval at the first negotiations meeting.

ARTICLE II – Wage & Compensation

Section 1: One-Line Salary Schedule – *Appendix A*

Section 2: Extracurricular Schedule – *Appendix B*

Section 3: Additional Compensation

- A. **Additional Days:** In-service days will be built into the school year calendar. Any additional, non-contract days requested by administration (in-service, curriculum writing, mapping, etc.) will be paid at a rate of \$100/day. Additional days *required* by administration will be paid at the teacher's daily rate of pay. (May 2002, June 2019)
- B. **Ticket Taking:** Each teacher is required to sell tickets at one extra-curricular event each school year. For such events, teachers shall be paid as follows:
 - V Football - \$30/night
 - JV & V Basketball or Volleyball - \$30/night
 - C, JV, & V Basketball or Volleyball - \$40/night.
- C. **Activity Driver Pay:** Whenever possible, regular drivers will be hired for all extracurricular activities. No teacher shall be required to drive a bus or minibus for any activity, but if they agree to do so, that teacher will be paid at the current board approved rate for each type of vehicle. Teacher CDL holders will always be paid the higher rate regardless of whether they are driving a regular school bus or a minibus. If the event is on a school day, paid hours will start when the teacher is "off the clock" from teaching duties (currently set at 3:45pm) and will end when the vehicle is returned to the school. A suburban trip will be paid at the current board approved rate with all hours of "off the clock" driving paid for.

ARTICLE III - Credit Reimbursement

The Board will reimburse teachers, as described below, for credits issued by a university or college.

1. To move to the next education lane on the salary schedule, proof of such move in the form of documented college credits must be on file in the Superintendent's office by Sept. 1st of each year.
2. To move to the next education lane according to credit hours earned, 50% must be in the subject area taught and 50% may be in related fields
3. Credits will be reimbursed as follows:
 - a. Graduate Credits toward a degree will be reimbursed at cost up to a max of \$100 per credit. To be eligible for reimbursement, teachers enrolling in graduate credits towards a degree must submit a program or plan of study within 30 days of enrolling.
 - b. Continuing education credits will be reimbursed at cost up to \$75 per credit.
 - c. To receive reimbursement for eligible credits, a request must be submitted to the business manager within 30 days of payment by the teacher. All reimbursement requests are subject to review by the Superintendent before payment will be made.

ARTICLE IV – Leaves

Section 1: Earned Leave

- A. **Sick Leave:** Teachers shall earn ten (10) days of sick leave per year, cumulative to eighty (80) days. Teachers may not be required to take sick leave if the leave is for a short period of time and is covered by in-house staff. When requested, administration will consider frequency of use of this privilege. Teachers accumulating sick leave in excess of 80 days, as of the end of the school year, shall be reimbursed at a rate equivalent to one half a substitute teacher's daily pay for all days of unused sick leave exceeding 80 days. When a teacher retires or resigns the teacher will be reimbursed at a rate of one half of a substitute teacher's pay for each accumulated sick day. Sick leave will be paid out only after 4 years of continuous service in the Richland #44 School District.
- a. Teachers have the option to donate unused sick leave days to classified staff in case of unexpected and catastrophic illness and/or injury.
- B. **Personal Leave:** Teachers will be allowed three (3) days of personal leave per year, cumulative to five (5) days. Upon their eleventh (11th) year of service with the Richland #44 School District, teachers will be allowed one additional personal day (for a total of 4) per year, cumulative to five (5) days. Teachers must provide a written request for personal leave to administration at least four workdays in advance. Personal leave requests are subject to approval by the building principal or superintendent. The Superintendent may grant personal leave requested for the first five days of school or the last five days of school on a case-by-case basis. Teachers accumulating personal leave in excess of 5 days, as of the end of the school year, shall be reimbursed at a rate equivalent to one half a substitute teacher's daily pay for each day of unused personal leave exceeding 5 days. *(updated June 2019)*

Section 2: Additional Leave

- A. **Parental Leave:** Teachers shall be granted up to twenty (20) days of paid parental leave. *(June 2025)*
- B. **Professional Leave:** Each teacher shall be granted up to two (2) days of professional leave to attend classes, workshops, or seminars that benefit the Richland #44 School District and the employee's professional growth. This is in addition to professional development days required by the administration. Professional leave is non-accumulative and is not applicable to non-school days. *(updated June 2019)*
1. The teacher must submit the leave request to their building principal who will review it and submit it to the Superintendent for final approval.
 2. The Superintendent may authorize additional Professional Leave at their discretion based upon district needs and whether there are funds available, through the budget or other sources such as grants, to cover the cost.
- C. **Emergency Leave:** The Superintendent may, in their discretion, grant a teacher up to five (5) days of emergency leave without loss of pay. Emergency Leave may be granted for:
1. a death or medical emergency of an immediate family member where all available bereavement leave or sick leave has been used up. Immediate family includes a teacher's spouse/partner, son or daughter, son-in-law or daughter-in-law, parent, mother-in-law or father-in-law, grandparent, grandchild, or sibling;
 2. weather conditions; and
 3. acts of God, including but not limited to damage to the teacher's primary residence.
- D. **Jury Duty/Military Service:** A teacher called for jury duty or military service shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation.

Section 3: Sick Leave Bank

A sick leave bank is available to teachers of the Richland #44 School District. The purpose of the bank shall be for unexpected and catastrophic illness and/or injury of the teacher. The sick leave bank's balance shall be established within a maximum of four years commencing from the 1998-99 school year. Each participating faculty member shall invest two (2) sick leave days in the bank for three years, and one (1) sick leave day each succeeding year until the bank reaches a balance of one hundred fifty (150) days. If the balance drops below 150 days, each member shall be assessed sufficient days to restore the 150-day balance. Teachers that are not under full time contract may belong to the sick leave bank through prorated membership equivalent to FTE%. Payment will be made at the same FTE%.

- A. **Qualifications:** The offer to join the sick leave bank is a one-time offer. All certified staff signing the 1998-99 School Year contracts shall accept or reject the sick leave bank offer at the time they sign their contracts. Thereafter, the sick leave bank shall be available only to teachers accepting the sick leave offer upon the signing of their initial contract.

- B. Application: Any teacher having used all but five (5) of their total accumulated personal sick leave may apply to use the sick bank. Application for use of leave from the bank must be in writing and shall be given to the sick leave bank committee for consideration. A medical doctor's certificate of illness shall accompany all applications to the sick leave bank committee. If any of the five remaining sick days are not used throughout the school year in which the member applies to the bank, they will be forfeited at the end of that school year.
- C. Committee: The sick leave bank committee shall consist of three (3) teachers selected by the teaching staff and two (2) building principals. Upon the request for use of the sick leave bank by a teacher, the committee will be selected. The purpose of the sick leave bank committee shall be to oversee the use of the bank, review applications, accept or reject the applications, maintain proper balance and provide reasonable assurance that the sick leave bank is not abused.
- D. Limitations: Any participating member of the sick leave bank, upon approval of the sick leave bank committee, may draw from the sick leave bank for a period not to exceed one hundred fifty (150) school days. This benefit shall be realized regardless of benefits obtained by non-school agencies.
- E. Accounting: Record keeping and accounting procedures shall be maintained by the district business manager in the central office of the school district.
- F. New Teacher: If banked at 150:
 1. One time choice of 2 day – first year
 2. If bank goes below 150 – teachers divide up missed days and pay back in one year.
 3. FTE % equivalent to banking. (50% teacher pays only 1 day first year, etc.)

ARTICLE V - Benefits

Section 1: Health Insurance *(updated 2025)*

For teachers who meet the minimum hour requirement set by underwriters of the insurance carrier, the Board will pay a single premium of health insurance for twelve (12) months per school year. Premium will be paid at a rate equal to the teacher's % FTE contract. In-lieu of health insurance, teachers have the option to place 60% of the cost of the current single premium of health insurance into an approved Cafeteria 125 plan.

Section 2: Long-Term Disability Insurance *(2011)*

The Board will pay a premium of Long-Term Disability Insurance for twelve (12) months per school year. Part-time teachers will receive a pro-rated insurance coverage, the same as their teaching contracts FTE.

Section 3: Teachers' Fund for Retirement *(2002, 2021)*

The Richland School District shall tax shelter teacher payments of teachers' retirement in accordance with state law. The Board agrees to pay the teachers' portion of TFFR at the current rate of 11.75% Model II Full.

ARTICLE VI - Work Conditions

Section 1: Duty Free Lunch

Teachers will be provided with a duty-free noon recess period. The recess will be a minimum of 25 minutes. If the building principal deems assigned recess duty necessary, monetary compensation will be given equal to covering an extra class period. (1/14 of sub pay) (2004)

Section 2: Extra Duties

Teachers will perform reasonable extra duties upon assignment, will conform to all state laws affecting teachers, will be governed in all matters relating to their position by the rules and regulations of the school system and at all times adhere to the North Dakota Code of Professional Conduct for Educators.

Section 3: Vehicle Use/Mileage Reimbursement

When a school vehicle is not available, mileage allotment equal to state rate will be allowed for all approved incidental trips by teachers in teacher-owned vehicles. Teachers will be compensated for a one-way trip in teacher-owned vehicles made between the elementary and high school for both curricular and extra-curricular purposes. Teachers should use school vehicles when available.

Section 4: Miscellaneous

- A. **Pay Day:** The regular pay day for all staff members will be the 25th of each month and when the 25th falls on Saturday, Sunday, or holiday staff will be paid on the preceding business day.
- B. **Payment for substitutes:** All payments for any reason to substitute teachers will be paid by the Board.
- C. **Reports:** Teachers will have all reports with due dates, as directed by the building principal turned in on time. Such due dates shall be reasonable relative to the contents of the requested reports. (2004)
- D. **Schedules:** Class schedules/course offerings will be prepared by the building principal with input from the staff.
- E. **Staff Reduction:** Staff reduction will be handled in accordance with the RIF policy as adopted by the Board.
- F. **TEACHER GRIEVANCE PROCEDURE:** School Board Policy DGAA
- G. **Request for Release from Contract:** Teachers who sign contracts with the District are expected to fulfill the entire term of the contract. When a teacher decides to leave employment of the District at the end of their current contract, they are requested to submit a written resignation to the Superintendent immediately upon making the decision. The resignation shall clearly indicate the date upon which it is intended to be effective. No resignation shall be deemed effective until it has been approved by the Board.
 - 1. When a teacher requests release from contract, the Board may exercise one of three options:
 - a. Grant an unconditional release of contract.
 - b. Temporarily deny or table the request with the understanding that the administration will be directed to facilitate the granting of the request by seeking a qualified replacement.
 - c. Deny the request.
 - 2. Conditions which would prompt the board to grant a release from contract would include:
 - a. Reasons of personal health of a teacher where a physician's statement supports the request.
 - b. Serious illness or death in the immediate family of the teacher.
 - c. Relocation of spouse or family or circumstances beyond the control of the teacher.
 - d. The Board may, in its sole discretion, grant release from contract for other reasons; however, any such release may require a payment of liquidated damages to the District as follows unless waived by the Board.

<u>Date</u>	<u>Amount</u>
From date of signing contract	\$250.00
June 1	\$500.00
July 1	\$1,000.00
August 1	
To the end of school year	\$2,000.00
 - 3. No release shall be deemed granted until it has been unconditionally approved by the Board. Any teacher who has not been granted a release by the Board and who fails to fulfill a teaching contract with the District will be reported to the Education Standards and Practices Board.

ARTICLE VII – Early Retirement

Certified professional staff members, hereinafter called staff members, (person in a position requiring North Dakota Teacher Certification) who choose to retire early, after reaching the rule of 85 with fifteen (15) years of continuous certified full-time service in the Richland School District #44 prior to their retirement are eligible for early retirement. Early retirement is not a right. Early retirement is designed to be beneficial to both the staff members and the Richland School Board. The School District may use early retirement as a cost saving tool, but more importantly, also a means to infuse new ideas and new skills into the school system. In no way should early retirement be confused with, or substituted for, the School Board's Policy of Reduction-in-Force or the circumvention of evaluations procedures.

GENERAL RULES:

- 1. The payment is a percentage of the staff member's current annual salary excluding extra-curricular and summer programs at the time application is made, calculated according to the attached table.
- 2. Early retirement is fully voluntary, and no staff member shall be required or coerced to retire early under the provisions of this policy. All staff members who desire early retirement and are eligible may make application. The School Board may not be able to approve any or all requests because of

the availability of funds, excessive numbers of requests, or other factors, and therefore reserves the right of refusal.

3. Staff members who have retired early under the provisions of this policy shall not be eligible for full time, certified employment in this School District. However, such staff members may be hired as substitutes at the same daily wage rate paid any substitute.
4. Staff members who elect this policy are personally responsible for determining what effect early retirement will have on their coverage under Teachers' Fund for Retirement, Social Security, and any other programs for which they may be eligible for benefits.
5. A properly completed application and subsequent approval by the School Board of a staff member's early retirement request shall constitute a legal binding resignation and a waiver of the person's continuing contract and non-renewal rights.
6. On the effective date of the early retirement, a staff member electing early retirement is no longer considered an employee of the Richland School District, and therefore is entitled to none of the benefits or privileges provided employees except as provided by this policy.
7. All fringe benefits provided by the Richland School District to staff members with the exception of any provided by this policy are discontinued at the conclusion of full time employment, except that the termination date of fringe benefits may be extended to comply with provisions of the various group plan and companies providing coverage, so long as it resolves in no additional expenses to the District.
8. Early retirees may be allowed to convert group benefits program to individual plans if the District's insurance carriers writing such coverage approve of such participation for retirees, provided there is no expense to the District, unless provided for in this policy. However, no insurance carrier will be required to provide conversion programs unless this is already a condition of the contract with such carriers.

REQUIREMENTS:

1. Staff members who meet the rule of (85) must have completed fifteen (15) consecutive years of employment immediately prior to the retirement in the Richland School District to be eligible for early retirement. A service credit year is based on 700 hours per year. Any employee's hours under 700 hours are prorated. (see employee guide page 8) The applicant's eligibility as of August 30 in the calendar year of retirement will be used in determining the qualifications and payment amount due. (2004)

PAYMENT:

1. All early retirement payments will be made in accordance with IRS regulations.
2. Payment options for the early retiree candidate.
 - a. OPTION 1: Payment in full made in the month of July of the year of the retirement.
 - b. OPTION 2: Payment in two equal yearly payments, first payment in July of the year of the retirement and second payment one year later.
 - c. OPTION 3: Payment in three equal yearly payments, first payment in July of the year of the retirement, second payment one year later, and third payment two years after the first payment. As long as payment is consistent with IRS regulations.

3. Reduction Factor: Year of Eligibility and Incentive Reduction Schedule

Year of Eligibility is defined as the year (date) when the employee meets the earliest occurring of the two eligibility standards of the TFFR for a normal service retirement (as defined under Eligibility #2). If the employee applies for the Early Retirement Plan after his/her first Year of Eligibility, the employee will receive a reduced incentive amount, as determined by the following schedule:

<u>YEAR OF RETIREMENT</u>	<u>% OF CUREENT ANNUAL SALARY</u>
Year of Eligibility	85%
Year of Eligibility+1	80%
Year of Eligibility+2	75%
Year of Eligibility+3	70%
Year of Eligibility+4	65%
Year of Eligibility+5	60%
Year of Eligibility+6	55%
Year of Eligibility+7	50%

APPLICATION PROCEDURE:

1. Staff members choosing early retirement may make application at any time during a given school year, but the application form must be received in the Superintendent's office no later than February 1 of the calendar year in which the applicant plans to retire. The Board will consider

- early retirement requests no later than April 14 of that same year. The School Board must act within thirty days of receiving the application.
2. Any official acceptance of an early retirement application shall specify the following:
 - a. Specific reference to ADEA rights or claims.
 - b. Acceptance of the individual's resignation.
 - c. Effective date of early retirement.
 - d. Total dollar amount of early retirement
 - e. If more than one request is accepted in a year, the payment schedule may match the number of applications that are accepted based upon the availability of funds. Ex: (Two teachers accepted in one year would require payment over two years)
 - f. A statement of the employee's right to revoke the agreement within 7 days of signing it.
 3. Upon approval of an early retirement request, both parties shall enter into a contractually binding, written agreement which shall set forth all terms and conditions of the early retirement, including, but not limited to the amount of payment, the payment date(s) and a waiver of all continuing contract and non-renewal rights; advice to consult with an attorney prior to execution of the application and agreement; notice of the employee's right to revoke the agreement within seven days of signing it.

ARTICLE VIII - MISCELLANEOUS PROVISIONS

Section 1: Terms and Conditions

The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made a part of this Agreement.

All terms and conditions of employment not covered by this agreement shall continue to be subject to the Board's exclusive direction.

Section 2: Savings Clause

Should any article, section or clause of the agreement be found to conflict with the requirements in law or be declared illegal by a court of competent jurisdiction, said article, section, or clause, shall be automatically deleted from this agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

Section 3: Duration Clause *(June 2019)*

The provisions of each Article of this Agreement, except as otherwise specifically provided, shall be effective as of July 1, 2025 to June 30, 2027 at which time it shall automatically renew itself for additional periods of one year unless written notification to the contrary is made by either party no later than 160 days before the contract anniversary date. If such notification occurs, the entire Agreement shall be subject to renegotiation. Changes may be made at any time by mutual consent.

In the event a successor agreement is not agreed upon before the anniversary date of this Agreement, all provisions of this Agreement shall remain in full force and effect until a mutual agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the contract start date.

RATIFICATION

IN WITNESS THEREOF, signatures of duly authorized representatives of the ASSOCIATION and the BOARD indicate that this AGREEMENT has been ratified by the Richland Education Association and the Richland #44 School Board. Dated this _____ day of _____, 2025.

Richland #44 School Board

Richland Education Association

President Date

President Date

NEW HIRES																					
		\$500																			
	2025-2026	BA	6	12	18	24	30	36	42	48	54	60	66	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42
A	2025-2026	\$38,800	\$39,300	\$39,800	\$40,300	\$40,800	\$41,300	\$41,800	\$42,300	\$42,800	\$43,300	\$43,800	\$44,300	\$44,800	\$45,300	\$45,800	\$46,300	\$46,800	\$47,300	\$47,800	\$48,300

									\$650											
	2025-2026	BA	10	20	30	40	50	60	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60					
b	2025-2026	\$39,700	\$40,350	\$41,000	\$41,650	\$42,300	\$42,950	\$43,600	\$44,250	\$44,900	\$45,550	\$46,200	\$46,850	\$47,500	\$48,150					
	2026-2027	\$40,300	\$40,950	\$41,600	\$42,250	\$42,900	\$43,550	\$44,200	\$44,850	\$45,500	\$46,150	\$46,800	\$47,450	\$48,100	\$48,750					

**Offer option for 2025-2026 year only of A or B for new hires

New teachers in the system may transfer a maximum of **ten (10)** years school teaching experience outside Richland School District.
 A teacher's years of experience will be defined as their years of school teaching experience brought into the district plus the number of years of service in the district.

For each year of experience granted, a newly hired teacher will receive \$__500__, subject to the condition that said teacher's total curricular salary shall not exceed the total curricular salary paid to a returning teacher with the same number or more years of teaching experience in the same education lane.
 Salaries of part-time new hires will be prorated.

Returning Teachers															
	BA	10	20	30	40	50	60	every +10		MA	MA+10	MA+20	MA+30	MA+40	every +10
2025-27	n/a	700	700	700	700	700	700	500		1200	1000	1000	1000	1000	800

Guaranteed annual increase: Each returning teacher will receive a guaranteed annual increase equal to **3.0%** of their previoius year's salary

Additional salary: Additional salary will be across-the-board increases as negotiated. For the year 2025-26 additional salary amount will be **\$0**. For the year 2026-27 additional salary amount will be **\$0**. Additional salary will be prorated for part-time Returning Teachers.

Education Increase: All college/university semester credits must be approved by the Superintendent and all credits earned must be filed by the teacher with the Business Manager by Septebmber 1st of each year. Failure to meet these requirements shall result in forfeiture of raise on the education lane of the salary schedule for one year.

Richland #44 Extra - Curricular Schedule - 2025-2026

\$39,700

****This schedule uses current base salary**

% of Base	Activity	Pay	OTHER
	Academic Coach (SE Academic Comp, Spelling Bee, Math Olympics)	Per Event (See below)	Max \$750
3%	Knowledge Bowl	\$ 1,191.00	
3%	Closeup	\$ 1,191.00	
6%	FCCLA	\$ 2,382.00	
8%	Full Length Play	\$ 3,176.00	<i>per position, Max 2</i>
3%	One Act Play	\$ 1,191.00	
3%	Paper Staff	\$ 1,191.00	
3%	Pep Band	\$ 1,191.00	
7%	NDHSAA Music	\$ 2,779.00	
4%	Prom Advisor	\$ 1,588.00	
4%	Speech/Debate	\$ 1,588.00	<i>per position, Max 2</i>
	Student Congress	Per Event (See below)	Max \$1000
3%	Student Council	\$ 1,191.00	
7%	Yearbook	\$ 2,779.00	
12%	Athletic Director	\$ 4,764.00	
12%	Basketball, Boys - Head	\$ 4,764.00	
8%	Basketball, Boys - Asst.	\$ 3,176.00	<i>per position, Max 2</i>
5.5%	Basketball, Boys - Jr. H	\$ 2,183.50	<i>per position, Max 2</i>
4%	Basketball, Boys - Elementary	\$ 1,588.00	<i>per position, Max 2</i>
12%	Basketball, Girls - Head	\$ 4,764.00	
8%	Basketball, Girls - Asst.	\$ 3,176.00	<i>per position, Max 2</i>
5.5%	Basketball, Girls - Jr. High	\$ 2,183.50	<i>per position, Max 2</i>
4%	Basketball, Girls - Elementary	\$ 1,588.00	<i>per position, Max 2</i>
9%	Cross Country - Head	\$ 3,573.00	
7%	Cross Country - Asst.	\$ 2,779.00	
12%	Football - Head	\$ 4,764.00	
8%	Football - Asst	\$ 3,176.00	<i>per position, Max 3</i>
5.5%	Football - Jr. H	\$ 2,183.50	<i>per position, Max 2</i>
5.5%	Golf - Boys Head	\$ 2,183.50	
5.5%	Golf - Girls Head	\$ 2,183.50	
9%	Track - Head	\$ 3,573.00	
7%	Track - Asst	\$ 2,779.00	<i>per position, Max 3</i>
Flat Rate	Trap Shooting	\$ 750.00	
Flat Rate	Trap Shooting - Asst	\$ 500.00	
12%	Volleyball - Head	\$ 4,764.00	
8%	Volleyball - Asst.	\$ 3,176.00	<i>per position, Max 2</i>
5.5%	Volleyball - Jr. H	\$ 2,183.50	<i>per position, Max 2</i>
4%	Volleyball - Elem	\$ 1,588.00	<i>per position, Max 2</i>
	Extended Season (per contest)	\$ 150.00	<i>Head coach (\$300 max per week)</i>
	Extended Season (per contest)	\$ 100.00	<i>Asst Coach (\$200max per week)</i>
			\$ -
1.	\$50.00 x years of coaching/advising same activity (Max 20 years \$1,000) with "Satisfactory Performance"		
	**Years Experience will reset to Year 0 (zero) for the 2014-2015 School Year		
	All grandfathered coaches will receive current amount received in 14-15 until experience rate is reached moving forward (Heyen)		
2.	It shall be the sole discretion of the school board as to which of the above listed activity programs are offered and not a requirment that all activity positions are provided.		
3.	The School Board has the authority to add activites and assign comparable percentage of base without going to negotiations during the current contract period. Any positions added will be negotiated at the end of the contract.		
4.	State Tournament Attendance: Varsity & Ass't Varsity coaches will be allowed to use one professtional day per school year to attend the State Tournment in the area they coach		
5.	Per event/competition rates are for hours spent outside of contract	4 hours or less	\$75
	*Hours will be preapproved by principal and signed off.	5-7 hours	\$100
		8 or more hours	\$150
6	Payment for extra-curricular contracts will be made according to the schedule agreed upon in the contract and upon approval of the AD		
7	Volunteer Coaches must undergo a criminal history record check screening before being allowed unsupervised contact with students		

Richland #44 Extra - Curricular Schedule - 2026-2027

\$40,300

****This schedule uses current base salary**

% of Base	Activity	Pay	OTHER
	Academic Coach (SE Academic Comp, Spelling Bee, Math Olympics)	Per Event (See below)	Max \$750
3%	Knowledge Bowl	\$ 1,209.00	
3%	Closeup	\$ 1,209.00	
6%	FCCLA	\$ 2,418.00	
8%	Full Length Play	\$ 3,224.00	<i>per position, Max 2</i>
3%	One Act Play	\$ 1,209.00	
3%	Paper Staff	\$ 1,209.00	
3%	Pep Band	\$ 1,209.00	
7%	NDHSAA Music	\$ 2,821.00	
4%	Prom Advisor	\$ 1,612.00	
4%	Speech/Debate	\$ 1,612.00	<i>per position, Max 2</i>
	Student Congress	Per Event (See below)	Max \$1000
3%	Student Council	\$ 1,209.00	
7%	Yearbook	\$ 2,821.00	
12%	Athletic Director	\$ 4,836.00	
12%	Basketball, Boys - Head	\$ 4,836.00	
8%	Basketball, Boys - Asst.	\$ 3,224.00	<i>per position, Max 2</i>
5.5%	Basketball, Boys - Jr. H	\$ 2,216.50	<i>per position, Max 2</i>
4%	Basketball, Boys - Elementary	\$ 1,612.00	<i>per position, Max 2</i>
12%	Basketball, Girls - Head	\$ 4,836.00	
8%	Basketball, Girls - Asst.	\$ 3,224.00	<i>per position, Max 2</i>
5.5%	Basketball, Girls - Jr. High	\$ 2,216.50	<i>per position, Max 2</i>
4%	Basketball, Girls - Elementary	\$ 1,612.00	<i>per position, Max 2</i>
9%	Cross Country - Head	\$ 3,627.00	
7%	Cross Country - Asst.	\$ 2,821.00	
12%	Football - Head	\$ 4,836.00	
8%	Football - Asst	\$ 3,224.00	<i>per position, Max 3</i>
5.5%	Football - Jr. H	\$ 2,216.50	<i>per position, Max 2</i>
5.5%	Golf - Boys Head	\$ 2,216.50	
5.5%	Golf - Girls Head	\$ 2,216.50	
9%	Track - Head	\$ 3,627.00	
7%	Track - Asst	\$ 2,821.00	<i>per position, Max 3</i>
Flat Rate	Trap Shooting	\$ 750.00	
Flat Rate	Trap Shooting - Asst	\$ 500.00	
12%	Volleyball - Head	\$ 4,836.00	
8%	Volleyball - Asst.	\$ 3,224.00	<i>per position, Max 2</i>
5.5%	Volleyball - Jr. H	\$ 2,216.50	<i>per position, Max 2</i>
4%	Volleyball - Elem	\$ 1,612.00	<i>per position, Max 2</i>
	Extended Season (per contest)	\$ 150.00	<i>Head coach (\$300 max per week)</i>
	Extended Season (per contest)	\$ 100.00	<i>Asst Coach (\$200max per week)</i>
			\$ -
1.	\$50.00 x years of coaching/advising same activity (Max 20 years \$1,000) with "Satisfactory Performance"		
	**Years Experience will reset to Year 0 (zero) for the 2014-2015 School Year		
	All grandfathered coaches will receive current amount received in 14-15 until experience rate is reached moving forward (Heyen)		
2.	It shall be the sole discretion of the school board as to which of the above listed activity programs are offered and not a requirment that all activity positions are provided.		
3.	The School Board has the authority to add activites and assign comparable percentage of base without going to negotiations during the current contract period. Any positions added will be negotiated at the end of the contract.		
4.	State Tournament Attendance: Varsity & Ass't Varsity coaches will be allowed to use one professtional day per school year to attend the State Tournment in the area they coach		
5.	Per event/competition rates are for hours spent outside of contract	4 hours or less	\$75
	*Hours will be preapproved by principal and signed off.	5-7 hours	\$100
		8 or more hours	\$150
6	Payment for extra-curricular contracts will be made according to the schedule agreed upon in the contract and upon approval of the AD		
7	Volunteer Coaches must undergo a criminal history record check screening before being allowed unsupervised contact with students		